

# SUPERVISORY CBP OFFICER (FIRST LINE)

DEPARTMENT OF HOMELAND SECURITY

Customs and Border Protection

Office of Field Operations

## Open & closing dates

🕒 07/09/2018 to 07/27/2018

## Pay scale & grade

GS 13

## Appointment type

Permanent

## Salary

\$87,252 to \$113,428 per year

## Work schedule

Full-Time

## Locations

### Anchorage, AK

Few vacancies

### Ketchikan, AK

Few vacancies

### Huntsville, AL

Few vacancies

### Mobile, AL

Few vacancies

### Douglas, AZ

Few vacancies

### Lukeville, AZ

Few vacancies

**Naco, AZ**

Few vacancies

**Nogales, AZ**

Few vacancies

**Phoenix, AZ**

Few vacancies

**San Luis, AZ**

Few vacancies

**Sasabe, AZ**

Few vacancies

**Tucson, AZ**

Few vacancies

**Andrade, CA**

Few vacancies

**Calexico, CA**

Few vacancies

**Long Beach, CA**

Few vacancies

**Los Angeles, CA**

Few vacancies

**Otay, CA**

Few vacancies

**Port Hueneme, CA**

Few vacancies

**San Diego, CA**

Few vacancies

**San Francisco, CA**

Few vacancies

**San Ysidro, CA**

Few vacancies

**Tecate, CA**

Few vacancies

**Denver, CO**

Few vacancies

**Hartford, CT**

Few vacancies

**New Haven, CT**

Few vacancies

**Wilmington, DE**

Few vacancies

**Cape Canaveral, FL**

Few vacancies

**Fernandina Beach, FL**

Few vacancies

**Fort Lauderdale, FL**

Few vacancies

**Fort Myers, FL**

Few vacancies

**Jacksonville, FL**

Few vacancies

**Key West, FL**

Few vacancies

**Miami, FL**

Few vacancies

**Orlando, FL**

Few vacancies

**Palmetto, FL**

Few vacancies

**Panama City, FL**

Few vacancies

**Pensacola, FL**

Few vacancies

**Saint Petersburg, FL**

Few vacancies

**Sanford, FL**

Few vacancies

**Tampa, FL**

Few vacancies

**West Palm Beach, FL**

Few vacancies

**Atlanta, GA**

Few vacancies

**Savannah, GA**

Few vacancies

**Hagatna, GU**

Few vacancies

**Honolulu, HI**

Few vacancies

**Eastport, ID**

Few vacancies

**Porthill, ID**

Few vacancies

**Chicago, IL**

Few vacancies

**Milan, IL**

Few vacancies

**Indianapolis, IN**

Few vacancies

**Hebron, KY**

Few vacancies

**Louisville, KY**

Few vacancies

**Morgan City, LA**

Few vacancies

**New Orleans, LA**

Few vacancies

**Boston, MA**

Few vacancies

**Andrews AFB, MD**

Few vacancies

**Baltimore, MD**

Few vacancies

**Bangor, ME**

Few vacancies

**Bridgewater, ME**

Few vacancies

**Calais, ME**

Few vacancies

**Coburn Gore, ME**

Few vacancies

**Eastport, ME**

Few vacancies

**Fort Fairfield, ME**

Few vacancies

**Fort Kent, ME**

Few vacancies

**Houlton, ME**

Few vacancies

**Jackman, ME**

Few vacancies

**Lubec, ME**

Few vacancies

**Madawaska, ME**

Few vacancies

**Portland, ME**

Few vacancies

**Van Buren, ME**

Few vacancies

**Vanceboro, ME**

Few vacancies

**Detroit, MI**

Few vacancies

**Port Huron, MI**

Few vacancies

**Romulus, MI**

Few vacancies

**Sault Ste. Marie, MI**

Few vacancies

**Baudette, MN**

Few vacancies

**Duluth, MN**

Few vacancies

**Grand Portage, MN**

Few vacancies

**International Falls, MN**

Few vacancies

**Minneapolis, MN**

Few vacancies

**Roseau, MN**

Few vacancies

**Warroad, MN**

Few vacancies

**Kansas City, MO**

Few vacancies

**Woodson Terrace, MO**

Few vacancies

**Saipan, Mariana Island, MP**

Few vacancies

**Gulfport, MS**

Few vacancies

**Babb, MT**

Few vacancies

**Raymond, MT**

Few vacancies

**Roosville, MT**

Few vacancies

**Sweet Grass, MT**

Few vacancies

**Charlotte, NC**

Few vacancies

**Raleigh, NC**

Few vacancies

**Wilmington, NC**

Few vacancies

**Dunseith, ND**

Few vacancies

**Pembina, ND**

Few vacancies

**Portal, ND**

Few vacancies

**Omaha, NE**

Few vacancies

**Newark, NJ**

Few vacancies

**Albuquerque, NM**

Few vacancies

**Columbus, NM**

Few vacancies

**Santa Teresa, NM**

Few vacancies

**Las Vegas, NV**

Few vacancies

**Alexandria Bay, NY**

Few vacancies

**Buffalo, NY**

Few vacancies

**Champlain, NY**

Few vacancies

**Massena, NY**

Few vacancies

**Ogdensburg, NY**

Few vacancies

**Queens, NY**



Few vacancies

**Trout River, NY**

Few vacancies

**Ashtabula, OH**

Few vacancies

**Columbus, OH**

Few vacancies

**Dayton, OH**

Few vacancies

**Middleburg Heights, OH**

Few vacancies

**Sandusky, OH**

Few vacancies

**Toledo, OH**

Few vacancies

**Portland, OR**

Few vacancies

**Erie, PA**

Few vacancies

**Philadelphia, PA**

Few vacancies

**Pittsburgh, PA**

Few vacancies

**Tinicum, PA**

Few vacancies

**San Juan, PR**

Few vacancies

**Providence, RI**

Few vacancies

**Charleston, SC**

Few vacancies

**Sioux Falls, SD**

Few vacancies

**Memphis, TN**

Few vacancies

**Brownsville, TX**

Few vacancies

**Dallas, TX**

Few vacancies

**Del Rio, TX**

Few vacancies

**Eagle Pass, TX**

Few vacancies

**El Paso, TX**

Few vacancies

**Hidalgo, TX**

Few vacancies

**Houston, TX**

Few vacancies

**Laredo, TX**

Few vacancies

**Presidio, TX**

Few vacancies

**Progreso, TX**

Few vacancies

**Rio Grande City, TX**

Few vacancies

**Roma, TX**

Few vacancies

**Tornillo, TX**

Few vacancies

**Salt Lake City, UT**

Few vacancies

**Dulles Airport, VA**

Few vacancies

**Norfolk, VA**

Few vacancies

**Sterling, VA**

Few vacancies

**Saint Croix, VI**

Few vacancies

**Saint Thomas, VI**

Few vacancies

**Derby Line, VT**

Few vacancies

**Highgate Springs, VT**

Few vacancies

**Norton, VT**

Few vacancies

**Richford, VT**

Few vacancies

**Saint Albans, VT**

Few vacancies

**Williston, VT**

Few vacancies

**Blaine, WA**

Few vacancies

**Danville, WA**

Few vacancies

**Lynden, WA**

Few vacancies

**Northport, WA**

Few vacancies

**Oroville, WA**

Few vacancies

**Point Roberts, WA**

Few vacancies

**Seattle, WA**

Few vacancies

**Sumas, WA**

Few vacancies

**Green Bay, WI**

Few vacancies

**Milwaukee, WI**

Few vacancies

**Racine, WI**

Few vacancies

**Relocation expenses reimbursed**

No

**This job is open to**



**Internal to an agency.**

Current federal employees of this agency.

**Clarification from the agency**

For details regarding who can apply for this Job Opportunity Announcement please see the Summary section.

**Announcement number**

OFO-IMP-10215916-SJS

**Control number**

504438200

## Duties

### Summary

**Please read the announcement in its entirety. Failure to follow specific application instructions may result in an ineligible rating.**

**In order to receive consideration, applicants must respond to each "Eligibility" question. Applicants will only be considered for the Eligibilities for which they claim (and provide supporting documentation) based on the responses provided in the job questionnaire:**

<https://apply.usastaffing.gov/ViewQuestionnaire/10215916>

<https://apply.usastaffing.gov/ViewQuestionnaire/10215916>.

### Responsibilities

Joining the Customs and Border Protection Office of Field Operations will allow you to use your expertise to detect and prevent terrorists and instruments of terror from entering the U.S. Apply for this exciting opportunity to strengthen Homeland Security by performing law enforcement activities such as inspection, intelligence analysis, examination, and interpretation of laws and regulations.

This position starts at a salary of \$87,252 (GS-13, Step 1) to \$113,428 (GS-13, Step 10).

**GS Salary:** Visit [this link](http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages)

<http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages>

to view the locality pay tables by geographic area. If you do not see your geographic area listed, select the "Rest of United States" pay table.

**COLA** is authorized for certain locations and is calculated separately using the base salary table. Visit [this link](http://www.opm.gov/policy-data-oversight/pay-leave/pay-systems/nonforeign-areas/#url=COLA-Rates)

<http://www.opm.gov/policy-data-oversight/pay-leave/pay-systems/nonforeign-areas/#url=COLA-Rates>

to view authorized locations.

### Relocation Authorized

Yes; Relocation expenses may or may not be paid depending upon the budget of the specified location as well as whether or not the position and/or location are designated as hard-to-fill. Application decisions should not be based on whether relocation funding will be paid.

In this first-line supervisory position you will become a key member of a team of Homeland Security professionals detecting and preventing terrorists and instruments of terror from entering the U.S. Typical work assignments include:

- Supervising, planning, directing, coordinating, assigning and evaluating all work activities regarding the full range of inspection, intelligence analysis, examination, and law enforcement activities relating to the arrival and departure of persons, conveyances, and merchandise at Ports of Entry.
- Interpreting the laws and regulations of a broad range of Federal, state, and local agencies relating to the admissibility of people, cargo, and conveyances.
- Identifying potential terrorists and instruments of terror and performing layered enforcement activities relative to counter-terrorism.
- Preventing the entry of terrorists and instruments of terror, harmful pests and diseases, illegal drugs and contraband, and all illegal aliens and importations/exportations contrary to law and trade agreements from entering/exiting the United States. Evaluating employees' performance and conduct; resolving disciplinary actions; maintaining operating budgets; and promoting affirmative action goals.
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## Travel Required

Occasional travel - You may be expected to travel for this position.

## Supervisory status

Yes

## Promotion Potential

13

## Job family (Series)

### 1895 Customs And Border Protection

(<https://www.usajobs.gov/Search/?j=1895>).

# Requirements

## Conditions Of Employment

- You must be a U.S. Citizen to apply for this position
- Males born after 12/31/1959 must be registered with Selective Service
- You may be required to pass a background investigation and/or polygraph
- You may be required to pass initial and random drug testing
- You must pass the CBP Officer Promotional Assessment
- You will be required to carry a firearm and maintain firearm proficiency

## Qualifications

**This announcement is for a 1st line Supervisory CBP Officer GS-13. We are no longer issuing certificates from the previous announcement (MHCMP-1960826-CAF); that announcement has been discontinued. You must re-apply to this vacancy announcement to continue to receive consideration.**

**Qualifications:** You must meet all qualification requirements by July 8, 2019. Qualification claims will be subject to verification through a review of your work experience and/or education as provided in your resume, transcripts (as applicable), and responses to assessment questions. This verification could occur at any stage of the application process.

**GS-13:** You qualify at the GS-13 level if you possess one (1) year of specialized experience that equipped you with the skills needed to perform the job duties. Examples include applying a comprehensive range of Federal laws, rules, regulations, and procedures relating to inspection, inspection related investigations and compliance activities governing the admission of travelers or the import/export of cargo in and out of the United States.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

You must:

- Meet all qualification requirements, including education if applicable to this position, subject to verification at any stage of the application process; and
- Meet all applicable Time in Grade requirements (current federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the federal service) by July 8, 2019.

The Office of Personnel Management (OPM) must authorize employment offers made to current or former political appointees. If you are currently, or have been within the last 5 years, a political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee in the Executive Branch, you must disclose this information to the Human Resources Office.

**Background Investigation:** U.S. Customs and Border Protection (CBP) is a federal law enforcement agency that requires all applicants to undergo a thorough background investigation prior to employment in order to promote the agency's core values of vigilance, service to country, and integrity. During the screening and/or background investigation process, you will be asked questions regarding any felony criminal convictions or current felony charges, the use of illegal drugs (e.g., marijuana, cocaine, heroin, LSD, methamphetamines, ecstasy), and the use of non-prescribed controlled substances including any experimentation, possession, sale, receipt, manufacture, cultivation, production, transfer, shipping, trafficking, or distribution of controlled substances. For more information visit [this link](http://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation) (<http://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation>).

**Polygraph Examination:** The SUPERVISORY CBP OFFICER (FIRST LINE) position is a polygraph-required position. If you are not a current CBP employee in a law enforcement position, you may be required to take a polygraph exam and have favorable results in order to continue in the pre-employment process. Please see [Polygraph Examination](http://www.cbp.gov/careers/car/poly) (<http://www.cbp.gov/careers/car/poly>).

**Polygraph Reciprocity:** CBP may accept the results of a prior federal polygraph exam in lieu of a CBP polygraph exam. You will receive information to request reciprocity in your Background Investigation Package.

**Polygraph Waiver:** Certain veterans may be eligible to obtain a polygraph waiver. You will receive information to request a waiver in your Background Investigation Package.

**Probationary Period:** Current and former federal employees may be required to serve or complete a probationary period.

**Agency Career Transition Assistance Program (CTAP) Eligibles:** If you have never worked for the Federal Government, you are not CTAP eligible. Information about CTAP eligibility can be found [here](http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a) ([http://www.opm.gov/Reduction\\_In\\_Force/employee\\_resources/ctap/Employee-Guideline\\_CTAP.asp#3a](http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a)).

To be considered well qualified under CTAP, you must possess the knowledge, skills and abilities and/or competencies clearly exceeding the minimum requirements of the position. This will be measured by a score of 85 or higher. In addition, you must submit the supporting documents listed in the "Required Documents" section of this announcement.

**If you are not a current GS-1895, and you are selected, you will have to meet the following medical/physical standards:**

**Physical and Medical Requirements:** Because the duties of the position are of a strenuous nature and require a high degree of interaction and responsibility to the public, you must undergo and successfully pass our medical screening process. We will schedule, provide and pay for the required basic medical examination. For more information, go to <https://www.cbp.gov/careers/frontline-careers/cbpo/app-proc> (<https://www.cbp.gov/careers/frontline-careers/cbpo/app-proc>).

**Physical Fitness Requirement:** You will be required to successfully pass the Pre-employment Fitness Test-1. Please see the Pre-employment Fitness Test-1 Readiness Program at [https://www.cbp.gov/sites/default/files/documents/CBPO\\_Pre-Employment\\_Fitness\\_Physical\\_Readiness\\_Program.pdf](https://www.cbp.gov/sites/default/files/documents/CBPO_Pre-Employment_Fitness_Physical_Readiness_Program.pdf) ([https://www.cbp.gov/sites/default/files/documents/CBPO\\_Pre-Employment\\_Fitness\\_Physical\\_Readiness\\_Program.pdf](https://www.cbp.gov/sites/default/files/documents/CBPO_Pre-Employment_Fitness_Physical_Readiness_Program.pdf)) for additional information. This is a 6 week program designed to assist you in achieving a level of physical fitness that will help you successfully pass the CBP fitness tests.

**Age Requirement:** Pursuant to Public Law 110-161, this position is covered under enhanced retirement provisions for Customs and Border Protection Officers which allows for the imposition of a maximum age requirement. In accordance with Department of Homeland Security Directive 252-08, the day before an individual's 37th birthday is the maximum age for original appointment to a position as a Customs and Border Protection Officer. Therefore, Candidates must be referred for selection before reaching their 37th birthday. NOTE: The Commissioner of CBP has approved a temporary increase in the maximum allowable age for original placement into a CBPO position; therefore, candidates must be referred for selection before reaching their 40th birthday.

Creditable law enforcement officer service covered by Title 5 U.S.C. 8336(c) or Title 5 U.S.C 8412(d), or Customs and Border Protection Officer service under Public Law 110-161 may be applied toward the maximum age requirement. This age restriction may not apply if you are currently serving as a CBPO covered by Public Law 110-161.

*Veterans' Preference Eligibility* - To ensure compliance with statutes pertaining to the appointment of preference eligible veterans as determined by the Merit Systems Protection Board in its recent decision *Isabella v. Dept of State*, the maximum age for original appointment articulated above shall not apply to the hiring of individuals entitled to veterans' preference eligibility under 5 U.S.C. § 3312. You must submit proof with application package.

## Education

This job does not have an education qualification requirement.

## Additional information

**Supervisory Probationary Period:** You may be required to serve an 18 month probationary period upon appointment and complete a supervisory training course within 12 months of assignment.

**Supervisory Training:** All newly appointed, first-time permanent CBP Supervisors are required to complete mandatory training. The training will be scheduled by the Office of Training and Development within the first 90 days of appointment. The duration of the training will include three weeks of in residence training in Harpers Ferry, WV. Note: This training may be waived if previously completed.

**Basic Training:** You may be required to attend approximately 18 weeks of training at the Federal Law Enforcement Academy (FLETC). Candidates selected for certain duty locations may receive an additional 6 weeks of Spanish language training.

**Data Systems:** You will be required to maintain access to all data systems necessary for duty execution.

**Shift work:** You will be required to perform work on a shift and rotational basis.

**Overtime:** You must be readily available to work overtime on a scheduled or unscheduled basis in excess of the 40-hour work week.

**Rotation of Assignments/Duty Locations:** Applicants may be required to rotate assignments and duty locations.

**Motor Vehicle Operation:** You must possess a current valid State driver's license at the time of appointment.

**Uniform:** You will be required to wear an officially approved uniform while in a duty status.

**Firearms Requirement:** You will be required to carry a firearm and maintain firearm proficiency. Any person who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition. You will be required to certify whether you have ever been convicted of such an offense. False or fraudulent information is criminally punishable by fine or imprisonment.



**Physical and Environmental Conditions:** The work environment includes offices, aircraft operation areas, airline passenger and cargo areas, and marine docks. Periods of outdoor work may be required in snow, rain, or extreme heat. Occasional periods of outdoor work may be required in remote areas with no modern comfort facilities. The work may involve the use of toxic chemicals, pesticides and fumigants. Protective clothing may be required such as hard hats, gloves, goggles, hearing protection, and respirators.

**Retirement Coverage:** In accordance with Public Law 110-161, this position is a primary position covered under enhanced retirement provisions for Customs and Border Protection Officers. More information is available at [http://cbpnet.cbp.dhs.gov/xp/cbpnet/hrm/retirement/new\\_cbpo\\_retirement\\_coverage/cbp\\_faqs.xml](http://cbpnet.cbp.dhs.gov/xp/cbpnet/hrm/retirement/new_cbpo_retirement_coverage/cbp_faqs.xml) ([http://cbpnet.cbp.dhs.gov/xp/cbpnet/hrm/retirement/new\\_cbpo\\_retirement\\_coverage/cbp\\_faqs.xml](http://cbpnet.cbp.dhs.gov/xp/cbpnet/hrm/retirement/new_cbpo_retirement_coverage/cbp_faqs.xml)), by contacting the CBPO Retirement Coverage toll-free hotline at 1-866-469-7359, or sending an email with questions to [RABASERVICES@cbp.dhs.gov](mailto:RABASERVICES@cbp.dhs.gov) (<http://RABASERVICES@cbp.dhs.gov>).

**Bargaining Unit:** This position is not covered under the bargaining unit.

CBP uses E-Verify, an internet-based system, to confirm the eligibility of all newly hired employees to work in the United States. Learn more about **E-Verify** (<http://www.uscis.gov/e-verify>) including your rights and responsibilities.

Every individual receives a fair opportunity throughout the federal recruitment and hiring process. Learn more [here](#) ([http://hru.gov/Studio\\_Recruitment/tools/Mythbuster\\_on\\_Federal\\_Hiring\\_Policies.pdf](http://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf)).

Please view the video **"Protecting America 24/7"** ([http://cbpapps.cbp.dhs.gov/fo/2011/protecting\\_america/pro\\_america.wmv](http://cbpapps.cbp.dhs.gov/fo/2011/protecting_america/pro_america.wmv)) to learn more about CBP's Office of Field Operations.

Follow U.S. Customs and Border Protection on Twitter [@CustomsBorder](https://twitter.com/CustomsBorder) (<https://twitter.com/CustomsBorder>).

## How You Will Be Evaluated

**CBP Officer Promotional Assessment:** Qualified U.S. Customs and Border Protection (CBP) candidates will be ranked on the basis of the scores received on your CBP Officer Promotional Assessment. Competitive applicants must have a valid test score when the announcement opens, otherwise we cannot consider you for this position. Alternate Staffing Candidates (Non-Competitive candidates) need not have a current, valid test score. Alternate Staffing (Non-Competitive) candidates include applicants who have permanently held a position at the highest grade announced or higher.

AND

Your application record will remain in a pending status until after the announcement closes, at which time we will upload test scores. If you have completed the assessment questionnaire and have uploaded all required documents for this announcement, there is nothing further you need to do at this time.

If you are best qualified, you may be referred to the hiring manager for consideration and may be called for an interview. To preview the job questionnaire, see <https://apply.usa.gov/ViewQuestionnaire/10215916> (<https://apply.usastaffing.gov/ViewQuestionnaire/10215916>).

## **Knowledge, Skills, Abilities and Other Characteristics (KSAOs):**

Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their attainment of these KSAOs in their resume. The KSAOs are:

- Knowledge of elements and circumstances of search, detention and arrest, as well as enforcement techniques and tools, such as selective enforcement, behavioral observation, questioning, and use of automated processing and enforcement systems.
- Knowledge of principles and techniques of management to accomplish work through others. Good understanding of requirements and procedures involved in supervising federal employee units, including responsibilities relative to bargaining unit employees.
- Knowledge and understanding of policies, principles, and objectives of EEO and special emphasis programs.

## Background checks and security clearance

### Security clearance

Not Applicable

[\(https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/\)](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)

## Required Documents

- **Your resume:** A resume describing your job-related qualifications is required and will be used for the purpose of reviewing your qualifications and determining what training, if any, would be required when placed. Your resume must be in English and must include your job titles and a detailed description of your duties and the dates you performed them (MM/DD/YY), as well as your hours per week for each position listed. Your resume should also contain your full name, address, phone number, email address, and salary. NOTE: Resumes stored on USAJOBS will not automatically carry over to this announcement. You must upload your resume and any other applicable supporting documentation.
- **Your responses to the job questionnaire:** <https://apply.usastaffing.gov/ViewQuestionnaire/10215916>  
[. \(https://apply.usastaffing.gov/ViewQuestionnaire/10215916\)](https://apply.usastaffing.gov/ViewQuestionnaire/10215916)
- **Are you a current or former federal employee?** ALL CURRENT AND FORMER FEDERAL EMPLOYEES MUST SUBMIT THE MOST RECENT COPY OF THEIR SF-50 (Notification of Personnel Action) showing competitive status: Tenure 1 or 2 in Block 24 and Position Occupied 1 in Block 34. Additionally, applicants should also submit a SF-50 reflecting the highest grade held on a permanent basis in the competitive service or the full performance level of your current position, whichever is higher, AND a SF-50 to support having met the time-in-grade requirement of having served 52 weeks at the grade level (or equivalent) below the grade level(s) for this position. Current CBP Employees are not required to submit SF-50s, but are highly encouraged to do so, especially if you are using federal experience outside of CBP as your highest full performance level or for meeting this position's time-in-grade requirement.
- **Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP)?** You must submit a separation notice; your most recent SF-50 (noting your current position, grade level and duty location); a current (or last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a Military Department of National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.
- **Veterans' preference points are not applicable to Merit Promotion announcements; therefore, veteran's documentation is requested only to verify eligibility under the Isabella Decision to waive the Age Requirement.**
  - **Age Requirement Waiver Documents:** Applicants who do not meet the age requirement but are entitled to veteran's preference eligibility under 5 U.S.C § 3312 must submit the following documents to verify their claim:
    - DD 214 (Member Copy 4) and
    - If you are a veteran with a service connected disability; A VA Disability Award letter dated 1991 or later
    - If you are currently serving on active duty: A statement of service from your unit identifying the branch of service, period(s) of service, type of discharge, campaign badges or expeditionary medals earned, and the date you will be separated or on approved terminal leave. If you supply a statement of service at this stage, your preference will be verified by a DD 214 (Member 4 Copy) upon separation from the military.

- **Are you a current or former political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee?** Submit a copy of your applicable SF-50, along with a statement that provides the following information regarding your most recent political appointment:
  - Position title
  - Type of appointment (Schedule A, Schedule C, Non-career SES, or Presidential Appointee)
  - Agency
  - Beginning and ending dates of appointment

## Benefits

<https://www.dhs.gov/homeland-security-careers/benefits>

## How to Apply

**WHERE WILL POSITIONS BE FILLED UNDER THIS ANNOUNCEMENT?** Positions filled under this announcement are in the U.S. Customs and Border Protection, Office of Field Operations. Positions are available throughout the United States. You will be asked to identify your duty location preferences in the on-line application process. In some cases, the duty stations may not have a vacancy during the life of this announcement. In addition, there may be occasions where applicants are referred for selection based upon working within a particular commuting area. The **local commuting area** is defined as the area surrounding the duty station by which people reasonably travel back and forth from home to work. If you are selected for and accept this position, once you enter on duty, you will no longer be referred for other locations under this announcement.

**Geographic Location:** You may select up to SEVEN locations where you would be willing to work.

Please upload your resume under "Resume" and any other applicable supporting documents mentioned above under "Other" documents. "Other" documents may not be applicable for each applicant, but should be utilized if you are submitting a SF-50 for proof of federal service, veterans documents for eligibility, transcripts for qualifications, etc.

You may be asked to provide a copy of your recent performance appraisal and/or incentive awards. Consideration will be given to performance appraisals and incentive awards as an indication of quality prior experience, no points will be assigned.

DHS offers competitive salaries and an attractive benefits package, including: health, dental, vision, life, and long-term care insurance; retirement plan; Thrift Savings Plan [similar to a 401(k)]; Flexible Spending Account; Employee Assistance Program; personal leave days; and paid federal holidays. Other benefits may include: flexible work schedules; telework; tuition reimbursement; transportation subsidies; uniform allowance; health and wellness programs; and fitness centers. DHS is committed to employee development and offers a variety of employee training and developmental opportunities. For more information visit [this link](http://www.dhs.gov/homeland-security-careers/benefits) (<http://www.dhs.gov/homeland-security-careers/benefits>)

• **Disabled veteran leave**

(<http://www.opm.gov/news/releases/2016/08/newly-established-leave-policy-gives-disabled-veterans-more-time-to-address-medical-issues-1/>)

will be available to any Federal employee hired on or after November 5, 2016, who is a veteran with a service-connected disability rating of 30 percent or more.

Applying to this announcement certifies that you give permission for DHS to share your application with others in DHS for similar positions.

**WHEN IS THIS ANNOUNCEMENT OPEN AND WHAT IS THE LAST DATE TO APPLY FOR THIS POSITION?** We are currently accepting applications from Monday, July 9, 2018 to Friday, July 27, 2018. You must apply on-line by 11:59 p.m. Friday, July 27, 2018 ET to receive consideration under this announcement. Please refer to the "How to Apply" section for further guidance. You must meet the qualifications and eligibility by July 8, 2019, to be considered eligible under this announcement. Eligible applicants may be referred and selected

at any time after the closing date. However, if selected, you will be promoted/reassigned only after you have met all job requirements such as qualifications and time-in-grade requirements. Employees who meet the qualifications and other job requirements (as explained in this announcement) by July 8, 2019, are encouraged to apply during the open period. If you do not apply by Friday, July 27, 2018, you WILL NOT have an opportunity to apply for this position and will not receive consideration for selection until the next open period.

To begin your online application, click "**Apply Online**" to create a USAJOBS account and follow the prompts or log in to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

If you are unable to apply online or need to submit a document you do not have in electronic form, visit [this link](http://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information) ([http://help.usastaffing.gov/Apply/index.php?title=Alternate\\_Application\\_Information](http://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information)) for more information regarding an Alternate Application process.

**Applications and supporting documentation will not be accepted by mail or email.** The address below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 PM Eastern Time on 07/27/2018.**

**It is your responsibility to verify that any information entered or uploaded is received and is accurate.** Human Resources will not modify or change any part of your application. If a document is not legible, you will not be able to view it in your application and you must again upload it by the closing date.

## Agency contact information

 CBP Hiring Center

### Phone

[952-857-2932](tel:952-857-2932)  
(tel:952-857-2932)

### Email

[cbphiring-applicantinquiry@cbp.dhs.gov](mailto:cbphiring-applicantinquiry@cbp.dhs.gov)  
(mailto:cbphiring-applicantinquiry@cbp.dhs.gov)

[Learn more about this agency.](#)  
(#agency-modal-trigger)

### Address

Office of Field Operations  
CBP Hiring Center  
5600 American Boulevard  
Suite 700  
Bloomington, MN 55437  
US

### *Customs & Border Protection (CBP): Securing America's Borders*

Do you desire to protect American interests and secure our Nation while building a meaningful and rewarding career? If so, the Department of Homeland Security (DHS) is calling. DHS components work collectively to prevent terrorism, secure borders, enforce and administer immigration laws, safeguard cyberspace and ensure resilience to disasters. The vitality and magnitude of this mission is achieved by a diverse workforce spanning hundreds of occupations. Make an impact; join DHS.

Discover a challenging and rewarding career with U.S. Customs and Border Protection (CBP), the sole organization responsible for securing the nation's borders. At CBP, we:

- Secure and facilitate trade and travel while enforcing hundreds of U.S. regulations, including immigration and drug laws

- Screen passengers, vehicles, and shipments entering our country
- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers see [www.cbp.gov](http://www.cbp.gov) (<http://www.cbp.gov>).

**Who May Apply (Eligibilities):** Current federal employees with competitive status who work for U.S. Customs & Border Protection.

View [common definitions](http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm)

([http://www.dhs.gov/xabout/careers/gc\\_1303762131481.shtm](http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm))

of terms in this announcement.

## Visit our careers page

Learn more about what it's like to work at Customs and Border Protection, what the agency does, and about the types of careers this agency offers.

[http://www.cbp.gov/](http://www.cbp.gov)

(<http://www.cbp.gov>).

## Next steps

The open period for this job opportunity announcement may be extended to allow for a sufficient applicant pool.

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts with your [USAJOBS account](http://www.usajobs.gov/Applicant/ProfileDashboard/Home)

(<http://www.usajobs.gov/Applicant/ProfileDashboard/Home>).

If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

This announcement will be used until approximately July 8, 2019 to fill Supervisory CBP Officer (First Line), GS-1895-13 positions.

Additional selections may be made beyond the total number of vacancies specified using this vacancy announcement. Further selections may also be made for additional organizational divisions and/or units within the duty location(s) listed above.

If you receive a conditional offer of employment for this position, you will be required to complete an [Optional Form 306](http://www.opm.gov/forms/pdf_fill/OF0306.pdf)

([http://www.opm.gov/forms/pdf\\_fill/OF0306.pdf](http://www.opm.gov/forms/pdf_fill/OF0306.pdf))

(Declaration for Federal Employment), and to sign and certify the accuracy of all information in your application, prior to entry on duty. False statements on any part of the application may result in withdrawal of offer of employment, dismissal after beginning work, fine, or imprisonment.

Any offers of employment made pursuant to this announcement will be consistent with all applicable authorities, including Presidential Memoranda, Executive Orders, interpretive U.S. Office of Management and Budget (OMB) and U.S. Office of Personnel Management (OPM) guidance, and Office of Management and Budget plans and policies concerning hiring. These authorities are subject to change.

## Fair & Transparent

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

## Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy And gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

- [Equal Employment Opportunity \(EEO\) for federal employees & job applicants](http://www.eeoc.gov/eeoc/internal_eeo/index.cfm)  
([http://www.eeoc.gov/eeoc/internal\\_eeo/index.cfm](http://www.eeoc.gov/eeoc/internal_eeo/index.cfm))

## Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application process should follow the instructions in the job opportunity announcement. For any part of the remaining hiring process, applicants should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

A reasonable accommodation is any change in the workplace or the way things are customarily done that provides an equal employment opportunity to an individual with a disability. Under the Rehabilitation Act of 1973 the Equal Employment Opportunity Commission (EEOC) must provide reasonable accommodations:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.
- [Disability Employment - Reasonable Accommodations](https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/)  
(<https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/>)
- [How to contact an agency](https://www.usajobs.gov/Help/how-to/application/agency/contact/)  
(<https://www.usajobs.gov/Help/how-to/application/agency/contact/>)

## Legal and regulatory guidance

### [Financial suitability](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/)

(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/>)

### [Privacy Act](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/)

(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/>)

### [Selective Service](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/)

(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/>)

### [Social security number request](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/)

(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/>)

### [Signature & False statements](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/)

(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/>)

### [New employee probationary period](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/)

(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/>)